

Celebrating National Disability Employment Awareness Month



Disability Etiquette

Ask before you help.

Don't assume that a person with a disability needs help. Offer assistance if the person appears to need it, and ask how to help before you act.

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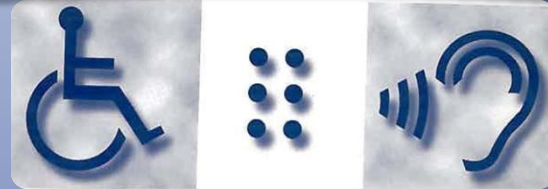


Disability Etiquette

Speak directly to the person with a disability, not to his companion or sign language interpreter.



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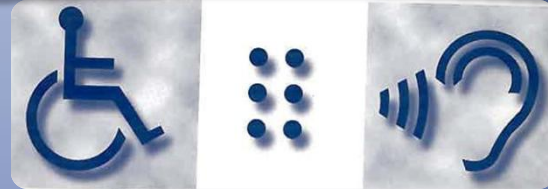


Disability Etiquette

Always put the person first!

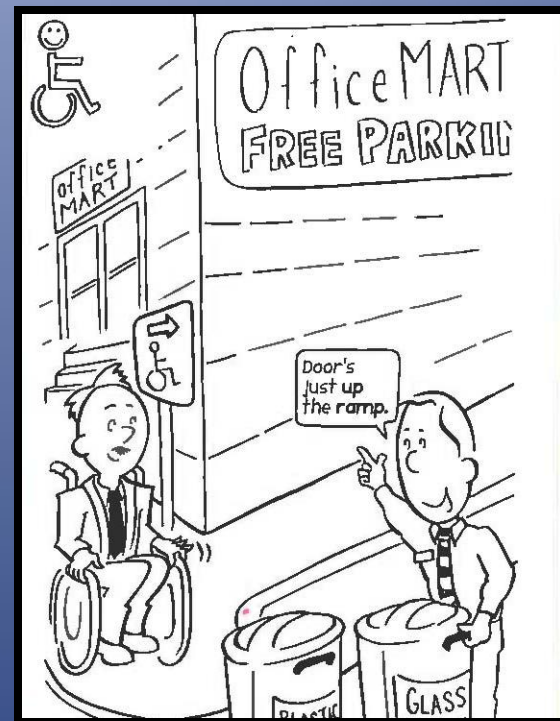
Say	Don't Say
Person with a disability	Disabled person, handicapped, crippled, physically challenged
Person who uses a wheelchair	Confined to a wheelchair, wheelchair bound
Person with AIDS	AIDS victim, one who suffers from AIDS
Person with hearing loss that communicates with spoken language	Hearing impaired

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Disability Etiquette

Keep accessible paths of travel clear and free of obstacles.

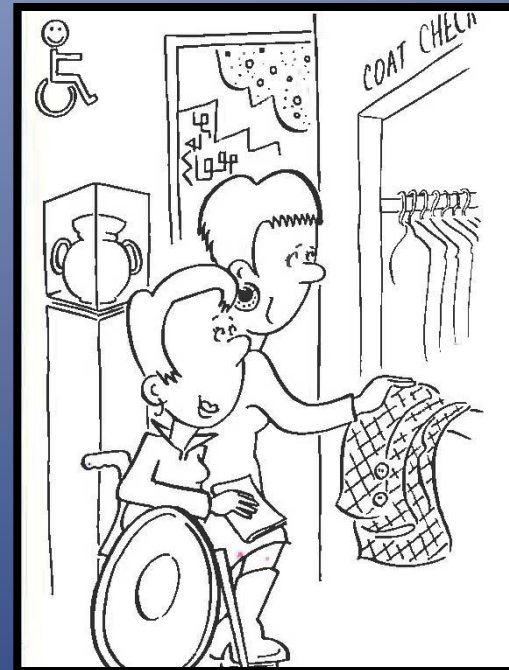


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Disability Etiquette

Don't ask a person who uses a wheelchair to hold things for you.
Respect her/his personal space.



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Disability Etiquette



If a person who is blind needs to be guided, offer your arm—don't take his or hers.



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Disability Etiquette

Be specific when giving directions to people who are blind or visually impaired.

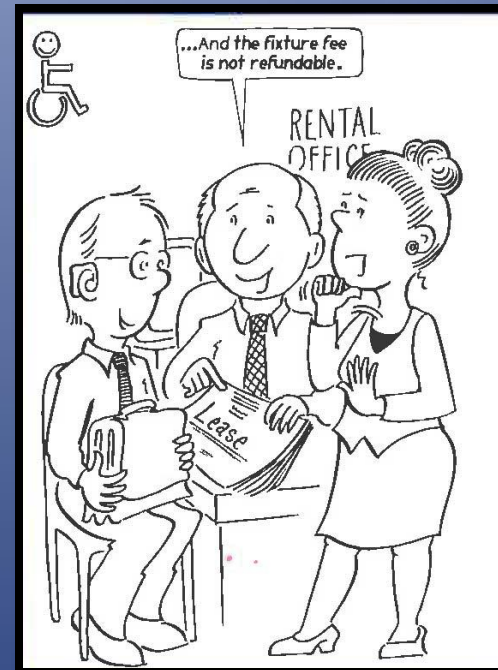
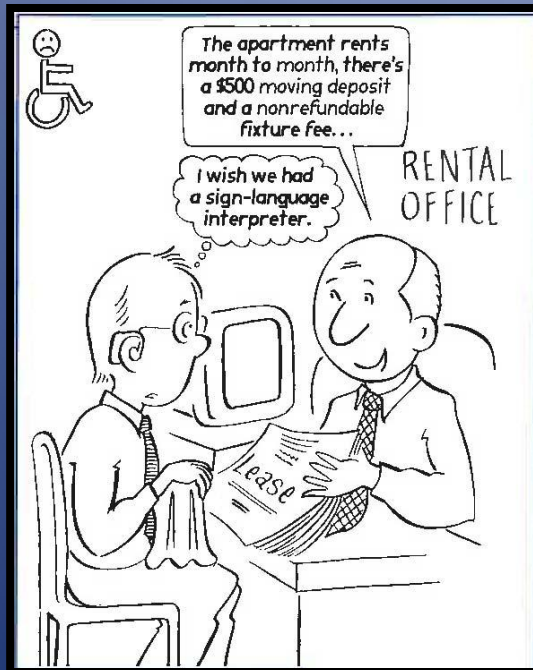


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Disability Etiquette



Communicate with a person who is deaf with a sign-language interpreter when the exchange of information is complex and upon the individual's request .



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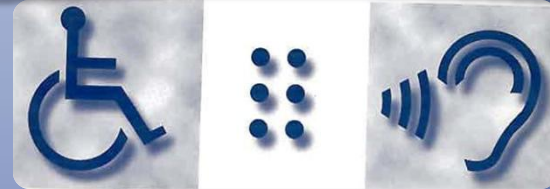


Disability Etiquette

Do not obscure your face when communicating with a person who is hard of hearing.



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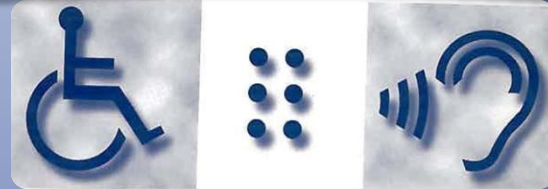


Disability Etiquette

If you have trouble understanding a person with a speech impairment, ask him/her to repeat.



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Disability Etiquette

People with Multiple Chemical Sensitivity (MCS) react to toxins in the air. Try to avoid using sprays when a person with MCS is near you.



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Disability Etiquette

Don't assume or make decisions for people with disabilities about what they can or can't do.



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Disability Etiquette

Disability	Etiquette Tip
Person of short stature	Communicate at the same height.
People with cerebral palsy	Interact as you would with anyone else.
People with Tourette Syndrome	Wait for the interruption to pass, and continue normal conversation.
People with Epilepsy (seizures)	If the person falls, protect his/her head and wait for the seizure to end.

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Disability Etiquette

Disability	Etiquette Tip
Psychiatric Disabilities	In a crisis, stay calm and supportive. Ask how you can help.
Intellectual Disability	Don't use baby talk or talk down to them.
Learning Disabilities	Ask the person how you can best relay information.
HIV and AIDS	Don't be afraid to shake hands or make casual contact.

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Disability Etiquette

People with disabilities are individuals with families, jobs, hobbies, likes and dislikes, problems and joys.

Don't make them into disability heroes or victims.